

College of Business

Tennessee State University

Fall 2012
MGMT 4050

LOCATOR INFORMATION:

Course Name: Organizational Behavior
Credit Hours: 3.0
Contact Hours: 3.0 hrs **Tues 5:30 – 8:30 pm** AWC 250

INSTRUCTOR: Name: Kenneth Kungu, PhD
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E-mail: kkungu@tnstate.edu

Office Hours

Tuesday and Thursday 10 am – 1 pm;
Wednesday 10 am – 2 pm; other times by
appointment

REQUIREDTEXTBOOK & MATERIALS: Colquitt, J. A., Lepine, j. a., & Wesson, M. J. 3rd Edition (2013). Organizational Behavior: Improving Performance and Commitment in the Workplace. New York: McGraw-Hill Irwin.

COURSE DESCRIPTION:

This course is a standard, comprehensive survey of the field of organizational behavior. The primary focus is on internal factors, i.e., behavior within the organizational boundaries at the individual, group, and organizational levels. However, attention is also given to external, contextual factors, i.e., the relation between the organization and its environment. Prerequisite: MGMT 3010

COURSE OBJECTIVES:

To develop an understanding of the following concepts and be able to apply them to work life settings:

- Definition of organizational behavior (OB), contributing disciplines, challenges and opportunities.
- Foundations of individual behavior, ability and human learning.
- Work attitudes and their relationships to behavioral outcomes within organizations.
- Human personality, measurements of personality, application to organizational settings.
- Group behavior, building strong groups, group activities and group decision making.
- Methods of evaluating the organization for effective OB Management.

ACADEMIC INTEGRITY:

Academic honesty and integrity lie at the heart of any educational enterprise. Students are expected to do their own work and neither to give nor to receive assistance during quizzes and examinations. Deliberate violations of academic integrity (plagiarism, cheating, misrepresentation, of information) and fabrication are not tolerated. Actions outlined in the Tennessee State University Student Handbook under Code of Student Conduct will be followed for incidents of academic misconduct.

REASONABLE ACCOMODATIONS:

Any students requiring accommodations should contact Patricia Scudder, Director of Students with Disabilities-Disabled Student Services Office, at 963-7400,preferably before the fourth class meeting. The College of Business, in conjunction with the Office of Disabled Student Services, makes reasonable accommodations for qualified students with medically documented disabilities. I need to be aware of your status if it will affect your class activities and assignments---before assignments are due.

CODE OF STUDENT CONDUCT:

There will be no eating, drinking, sleeping or disruptive behavior in the classroom. Each student is encouraged participating in classroom activities, asking questions, and working along with the class as recommendations/problem solutions to illustrations, examples, and cases are examined. Additionally, cell phones must be turned off upon entering the classroom and should remain so until class has ended. Action will be taken against those students who do not adhere to appropriate classroom behavior.

ATTENDANCE& LATE WORK:

Attendance will be taken from the first day of class. Students are expected to attend all classes, unless they have a university-sanctioned excuse. Failure to attend classes will affect your participation grade. If a class is missed, it is the student's responsibility to get with a classmate to get caught up with materials covered in class.

Class Participation: Class participation refers to taking part in class discussions by sharing one's own experiences or perspectives in class. It also includes completing in-class and out-of-class assignments as individuals or in groups. Complying with the above will ensure a full participation grade. Late assignments will not be accepted.

TEACHINGSTRATEGIES:

Method of instruction will be lectures and class discussions.

ASSIGNMENTS& EVALUATION CRITERIA:

Method of Evaluation. The final grade will be calculated based on the following:

Participation	10%
Presentation (Individual)	10%
Elearn Discussion Questions	10%
Case Studies (Group work)	30%
Written Exams (3 in-class)	40%

Participation: (10%)

Participation grade will include both attendance and class participation as described earlier in this syllabus. To earn full participation grade, attend all classes, participate in class discussions (in-class case studies or videos), and complete in-class and out-of-class assignments in a timely manner. Students are expected to come to class prepared to participate in classroom discussions.

Elearn Discussions: (10%)

A total of 5 discussion questions will be posted on Elearn throughout the semester. Each will earn you two points. You are expected to provide thoughtful responses to the question. For each discussion question you must provide at least one direct comment and one reply to a fellow student's comment in order to receive credit.

Presentation: (10%)

Each student will select a journal article to read from those that the instructor will provide, and make a 10 minute presentation for the class. Each student will make one presentation for the semester. The grading rubric for the presentation will be uploaded on Elearn.

Case Studies: (30%):

Students will work in groups (maximum 3 students) to read and analyze assigned case studies throughout the semester. Each group will write a 3-5 page (double-spaced) memo responding to questions asked. Details of this will be discussed in class.

Exams: (40%)

There will be three in-class written exams which will include a mid-term and final. This may comprise a mix of multiple-choice questions, true-false questions and short answers. Except in extreme cases, all exams must be taken during the appointed times.

GRADING SCALE:

100%-90% = A; 89%-80% = B; 79%-70% = C; 69%-60% = D; 59% or less = F

TENTATIVE CLASS SCHEDULE	
Week 1 28 th Aug	Introduction and Syllabus What is Organizational Behavior (Chap. 1)
Week 2 4 th Sep	Job Performance (Chap. 2) Organizational Commitment (Chapter 3) <i>Select Presentation Topics and Dates</i>
Week 3 11 th Sep	Job Satisfaction (Chapter 4)
Week 4 18 th Sep	Stress (Chapter 5) <i>Exam 1 Review</i>
Week 5 25 th Sep	Motivation (Chap 6) Exam 1
Week 6 2 nd Oct	Truth, Justice and Ethics (Chap. 7) <i>Case Study 1 Due</i>
Week 7 9 th Oct	Learning and Decision Making (Chapter 8)
Week 8 16 th Oct	FALL BREAK
Week 9 23 rd Oct	Personality and Cultural Values (Chapter 9) Ability (Chap. 10) <i>Case Study 2 Due</i>
Week 10 30 th Oct	Teams: Characteristics and Diversity (Chapter 11) <i>Exam 2 Review</i>
Week 11 6 th Nov	Teams: Processes and Communication (Chap. 12) Exam 2
Week 12 13 th Nov	Leadership: Power and Negotiation (Chapter 13)
Week 13 20 th	Leadership: Styles and Behaviors (Chapter 14)
Week 14 27 th Nov	Organizational Structure (Chap. 15) <i>Case Study 3 Due</i>
Week 15 4 th Dec	Organizational Culture (Chapter 16) <i>Final exam review & Wrap up</i>
Week 16 7 – 14 Dec	FINALS WEEK Exam 3 – University Schedule

